

CITY OF SAN DIEGO, CALIFORNIA  
**COUNCIL POLICY**

CURRENT

SUBJECT:               PROCEDURE FOR CONFIRMATION OF APPOINTMENT OF  
                              CHIEF OF POLICE  
POLICY NO.:           300-08  
EFFECTIVE DATE:     August 8, 1988

**BACKGROUND:**

The City Council of The City of San Diego is charged by Section 57 of the City Charter to confirm the appointment by the City Manager of a Chief of Police. The Council currently has no adopted procedure by which it shall confirm that appointment.

**PURPOSE:**

It is the intention of the City Council to establish a uniform procedure for the confirmation of the Chief of Police. It is further the intention of the City Council to establish criteria for confirmation of a Chief of Police appointee.

The Council finds that it is in the best interests of the City that citizens be afforded maximum access to the Council's confirmation process and should have the opportunity to make comments on the qualifications of the appointee.

**POLICY:**

The Council Committee of the Whole shall develop and recommend for Council adoption criteria to be used by Council during the confirmation process for a Chief of Police appointee. Public testimony will be invited by the Council Committee of the Whole in the development of that criteria. The criteria that is adopted by Council shall become a part of this Council Policy and shall be incorporated by reference as Attachment A.

Upon notification by the City Manager in writing of his appointment of a Chief of Police designate, the Council Committee of the Whole shall, no later than one week after said notification, initiate, in addition to any other meetings it deems necessary, at least one public hearing in the City for the purpose of seeking community comments on the Chief of Police designate. The Committee shall promulgate any rules and regulations it deems necessary and proper to carry out the purpose and intent of this policy, provided that testimony shall be limited to the appointee's qualifications in terms of the established criteria. The applicant shall appear before the Council at its request, but he shall not be required, nor shall the Committee request, that he appear at any of the Committee's public hearings. The Committee shall report its findings and recommendations to the Council no later than one week after its first public hearing.

Upon receipt of the Committee report, the Mayor shall call a special meeting of the Council for the

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purpose of considering the confirmation of the Chief of Police designate. Said meeting shall be held no later than seven days after receipt of the Committee's report.

All proceedings by the Council Committee of the Whole and the Council relative to confirmation proceedings shall be public.

**HISTORY:**

Adopted by Resolution R-214906 12/17/1975

Amended by Resolution R-271694 08/08/1988

Attachment "A" to Council Policy 300-08

Criteria to be Used by the City Council During the  
Confirmation Process for a Chief of Police Appointee

As a result of public review and hearings by the Council Committee of the Whole and consideration by the full City Council, it has been determined that the following criteria will be used during the confirmation process for a Chief of Police appointee:

- A. Employment history, including, but not limited to, his responsibilities and accomplishments.
- B. Education qualifications.
- C. Affirmative action record.
- D. Innovative operational programs.
- E. Community involvement.
- F. Administrative skills.
- G. Employee-employer relations, skills, and experience.
- H. Philosophical approach to law enforcement.
- I. Personal integrity.
- J. Experience in the development and administration of an effective police training program.
- K. Budgetary and financial experience.